**Career Exploration**

**Career Exploration & Planning**

Our experience shows that students who graduate with an informed plan of what they want to do post graduation are significantly more likely to land a mobilizing first destination. Research shows that individuals who are in roles that are aligned with their interests, values and skills are more likely to be satisfied in their work and life.

Our role as advisors, coaches, mentors and guides through this process is to help raise key questions and support the journey that is self-exploration and discovery to help students make an informed choice of major and starting career.

As students surface and clarify themes in their self reflection, Bottom Line can play an important role in helping open their eyes to people and careers that may not have previously been on their radar. Steps involved in the career exploration process include:

**Self-Discovery**

Exploring careers begins with understanding one self. This includes Values, Interests, Personality, Strengths and Skills. See below for suggested ways to begin this reflection with students.

[**Career Exploration Cover Sheet**](https://tbl500amory.sharepoint.com/:w:/s/SuccessProgramCurriculum/EZN9bUCKu3pImj-R-j_PgvMB6dvm7Zw_zgLObUPsC3XxPQ?e=SMgSTv)

[**gladeo.org**](https://gladeo.org/gladeo-quiz-landing)

[**Hollands Interest Assessment Reflection Guide**](https://tbl500amory.sharepoint.com/:b:/s/SuccessProgramCurriculum/ETDdfpCRNpdNgI0TOVyvJ2YB169w2_YgMqN98eQ-whgD_A?e=PGRdvf)

[**Identifying Values**](https://tbl500amory.sharepoint.com/:f:/s/SuccessProgramCurriculum/Enk0PfAGA1NDl5RO3kAtSjkBsx7JqONdRXRtwTLPyBZwJg?e=hZqdEn)

[**All Career Exploration Materials**](https://tbl500amory.sharepoint.com/:f:/s/SuccessProgramCurriculum/EuhA0Tki8HBOmWqzlmrxAnUBPJICTHn1YaLiFk_k4z85hA?e=l34vJ0)

[**Intro to Career Exploration Self-Paced Training**](https://training.bottomline.org/career-exploration/#/)

**Research**

Once students have a general idea of their potential interests, the next step is to research (online and by talking to people) to start learning more. Factors to consider in your research include:

* ​​​​​​​Demand: is this a job/field that is likely to keep growing in demand?
* Requirements: what level of education/credentials are needed?
* Pay: what are my salary requirements to pay off loans & meet my lifestyle needs? What is the average salary in this job/field?
* ​​​​​​​Fit​​​​​​​: how does this job/field/company fit with my values, interests and skills?

[**Overview of online career research sites**](https://www.loom.com/share/723317d62a7f4e56ba02d17664a4fc6d)

[**Key Careers by Industry**](https://tbl500amory.sharepoint.com/:b:/s/BottomLine/EcWVbZQMl4tJo_apW0f6XZMBHvFYYmf-t_XSTZPkd8zaYQ?e=XZdeUv)

[**Informational Interviews**](https://tbl500amory.sharepoint.com/:w:/s/SuccessProgramCurriculum/EQgZiYlje-1OlJPlnqQmIA0BBLkSqnFSbmp41LZIvJmJcA?e=fRpC1w)

[**Career Research Handout**](https://tbl500amory.sharepoint.com/:w:/s/SuccessProgramCurriculum/ESyGJX3vh6NAkCK0BU3opq0BNfCFgoVAKDr3JTNkS-fP4g?e=OgVoO1)

[**Grad School Resources**](https://tbl500amory.sharepoint.com/:f:/s/SuccessProgramCurriculum/EkgKrFHMiIdLvkh9QGQqAUQBG4r-pzMLAD0x0Ct7-GvWig?e=EUCiAB)

[**Post Grad Programs**](https://tbl500amory.sharepoint.com/:f:/s/SuccessProgramCurriculum/EtXSo3miiSVOjM9SeK4n3KMBWlXsn8zez-W_7TqCyf-guQ?e=bUmRNk)

**It's about the Journey more than the Destination**

We are never really "done" when it comes to career exploration. For most of us, this is a lifelong process and you learn more about yourself by trying things out and honing in on interests and skills as they evolve.

An advisor can support a student's self discovery by utilizing active listening skills and asking strong questions that spark reflection.

To demonstrate active listening ask questions, demonstrate engaged body language, demonstrate empathy, avoid judgement and avoid giving advice. Generally speaking, open ended questions and asking an individual to elaborate more by using phrases such as "can you tell me more about that" are likely to encourage more dialogue and reflection.

The individual knows themselves best and your role as advisor is to support them in reflecting and exploring to find the answers for themselves